APPENDIX

Founded in 1971, the *Women's Legal Defense Fund* (WLDF) is a national advocacy organization that develops and promotes public policies to help women achieve equal opportunity, quality health care, and economic security for themselves and their families. Over its 25-year history, WLDF has placed special emphasis on equal employment opportunity by challenging sex-based discrimination in the courts, and by leading efforts to promote employment policies such as the 1993 Family and Medical Leave Act and the 1978 Pregnancy Discrimination Act.

The *American Association of Retired Persons* (AARP) is a nonprofit membership organization of persons age 50 and older that is dedicated to addressing the needs and interests of older Americans. More than one-third of AARP's thirty-three million members are employed individuals, most of whom are protected by the Age Discrimination in Employment Act and Title VII of the Civil Rights Act of 1964. As part of its effort to achieve dignity and equality in the workplace, AARP has filed more than 125 *amicus curiae* briefs in the United States Supreme Court, federal appellate and district courts, and state courts regarding the proper interpretation and application of federal and state anti-discrimination laws to ensure that the rights of older workers are fully protected.

The *American Association of University Women* (AAUW) has over 152,000 members in 50 states, and is dedicated to promoting education and equality for women and girls. WLDF's *amicus* brief in *Walters v. Metropolitan Educational Enterprises, Inc.* is consistent with AAUW's determination to eliminate sex discrimination for all working women.

The *American Civil Liberties Union Foundation* (ACLUF) is a nationwide, non-partisan organization of over 250,000 members. The Women's Rights Project of

the ACLUF was established to work toward the elimination of the pervasive problem of gender-based discrimination. The Women's Rights Project supports the goals of Title VII, and is opposed to judicial interpretations that unnecessarily narrow the statute's application.

The *American Federation of State, County and Municipal Employees, AFL-CIO* (AFSCME) is a nationwide labor organization with a current membership of approximately 1.3 million employees of both governmental entities and private sector employers. Many of the employees represented by AFSCME work for small employers, and are thus interested in the decision in this case, since it may determine whether their employers are subject to Title VII of the 1964 Civil Rights Act.

The *American Nurses Association* (ANA), a national labor organization and federation of registered nurses, consists of 53 state and territorial constituent organizations with over 200,000 members. With the emergence of smaller, community-based health care facilities where the number of employees may decrease, the decision in this case could serve to exclude many nurses and health care providers from the protection of the law. Given the significant impact that this case might have on whether certain nurses or employers will be excluded from the coverage of the law, ANA has a serious interest in the outcome of this case.

The *California Women's Law Center* (CWLC) is a private, non-profit public interest law center specializing in the civil rights of women and girls. Since its inception, the CWLC has placed a strong emphasis on advancing the rights of women and girls in employment. This case raises questions within the expertise and concern of the CWLC: the CWLC has researched and analyzed state and federal civil rights laws and regulations, and provided guidance and analysis to the California legal community on the impact of court decisions pertaining to the scope of Title VII, and of the Civil Rights Act of 1991.

Therefore, the CWLC has the requisite interest and expertise to be heard by the Court in this appeal.

The *Connecticut Women's Education and Legal Fund, Inc.* (CWEALF) is a non-profit women's rights organization incorporated in 1973. It has over 1,400 members. Its mission is to work through legal and public policy strategies and community education to end sex discrimination and to empower all women to be full and equal participants in society. CWEALF joins this brief as *amicus curiae* because it recognizes that part-time and hourly workers, the majority of whom are women, are entitled to the same protections guaranteed by Title VII as are full-time employees.

The *Disability Rights Education and Defense Fund, Inc.* (DREDF) is the nation's premier law and policy center dedicated to protecting and advancing the civil rights of people with disabilities. DREDF is nationally recognized for its expertise in the interpretation of federal disability civil rights laws.

Equal Rights Advocates, Inc. (ERA) is a San-Francisco based public interest legal and educational corporation dedicated to working through the legal system to secure equality for women. ERA has a long history of interest, activism, and advocacy in all areas of the law which affect equality between the sexes. Since its inception over 20 years ago, ERA has specialized in litigating employment discrimination cases. As discrimination against women and people of color is on the rise, it is especially important that there be avenues of redress in the federal courts.

The *International Brotherhood of Teamsters* represents 1.4 million working men and women in a large and varied range of occupations. Many of its members, for a variety of economic reasons, work on a casual or part-time basis. Since the economic climate in the United States has created more part-time jobs which are often at low wages and are filled by women and minority em-

ployees, the impact of the Seventh Circuit's decision in *Walters v. Metropolitan Educational Enterprises, Inc.* will be great. As we believe that this decision will take away protections for many of our members, and make it more difficult to negotiate for those protections, the International Brotherhood of Teamsters signs on to the Women's Legal Defense Fund's *amicus curiae* brief.

The *International Union, United Automobile, Aerospace and Agricultural Implement Workers of America* (UAW) is a labor organization of about 900,000 active members and about 500,000 retired members. For fifty years the UAW has actively promoted equal civil rights for all of its members. It has also represented and continues to represent and support its members in cases seeking to enforce Title VII of the Civil Rights Act. Accordingly, the UAW joins in the filing of this brief in support of the Petitioners.

The *Laborers' International Union of North America* (LIUNA) is a labor union with nearly 750,000 members in more than 600 locals in the U.S. and Canada, representing workers in construction, local, state and federal government, health care, custodial services, food service and hazardous waste removal. LIUNA has made equal employment opportunity a priority both within LIUNA and by joining efforts to promote strong anti-discrimination laws and policies.

Lambda Legal Defense and Education Fund, Inc. (Lambda) is the nation's largest and oldest non-profit organization dedicated to the civil rights of lesbians, gay men and all people with HIV/AIDS. Since bringing and winning the country's first AIDS discrimination case in 1983, Lambda has had a continuing involvement in the development of fair and rational policies relating to HIV/AIDS. Lambda is particularly interested and familiar with the issue presented in the case at bar because of its representation of Larry Conway, a bartender fired because he was HIV-positive. Lambda filed suit on his be-

half under the Americans with Disabilities Act and under the payroll method, the employer was a covered entity. However, because of the employer's poor recordkeeping, it was impossible to prove that the employer was a covered entity under the day-to-day counting method, which ultimately resulted in a settlement of the case.

The *Mexican American Legal Defense and Educational Fund* (MALDEF) is a national non-profit legal organization established in 1967. Its principal objective is to secure the civil rights of Latinos in the United States through litigation and education. MALDEF has frequently represented plaintiffs in all phases of litigation under Title VII and appeared as an *amicus* in federal courts, including cases before this Court.

The *National Council on Family Relations* (NCFR) is a 4000 member professional organization of family life educators, researchers and therapists. The research and policy interests of our membership include the study of family well-being, the effects of divorce, the effects of income on families' well-being and the effects of wage and welfare policy. This *amicus* is particularly important to women and low income families, which have been a major focus of several sections of NCFR.

The *National Council of Jewish Women, Inc.* (NCJW), is a volunteer organization, inspired by Jewish values, that works through a program of research, education, advocacy and community service to improve the quality of life for women, children and families and strives to ensure individual rights and freedoms for all. Founded in 1893, the National Council of Jewish Women has 90,000 members in over 500 communities around the country. Based on our National Resolutions that include working for "the enactment and enforcement of laws and regulations which protect civil rights and individual liberties for all," we join this brief.

The *National Employment Law Project* (NELP) is a non-profit organization dedicated to advocating for the

employment rights of the working poor and the unemployed. For over 25 years, NELP has worked with state and local advocates around the country, including legal services offices, community groups, and labor organizations, to advocate for workplace protections for low-wage workers and the unemployed. In addition, NELP has a long history of direct advocacy through litigation and policy work on a broad range of issues, including job training, employment discrimination, unemployment compensation reform, the employment rights of workfare participants, and most other basic employment laws, including the Family and Medical Leave Act. NELP and its constituents have a direct and sustained interest in the issue raised by this case.

The *National Women's Law Center* (NWLC) is a non-profit legal advocacy organization dedicated to the advancement and protection of women's rights and the corresponding elimination of sex discrimination from all facets of American life. Since 1972, NWLC has worked to secure equal opportunity in the workplace through the full enforcement of Title VII of the Civil Rights Act of 1964, as amended. NWLC has a deep and abiding interest in assuring the eradication of discrimination against women in the workplace.

Founded in 1970 by leaders of the National Organization for Women, the *NOW Legal Defense and Education Fund* (NOW LDEF) is a leading non-profit civil rights organization that performs a broad range of legal and educational services in support of women's efforts to eliminate sex-based discrimination and secure equal rights. A major goal of NOW LDEF is the elimination of barriers that deny women economic opportunities, including employment discrimination under Title VII of the Civil Rights Act of 1964.

Wider Opportunities for Women (WOW) works nationally and in its home community of Washington, D.C. to achieve economic independence and equality for

women and girls. For more than 30 years, WOW has helped women learn to earn, with programs emphasizing literacy, technical and nontraditional skills and career development. Since 1964, WOW has trained more than 10,000 women for well-paid work. WOW is committed to equal employment policy and protection from discrimination for working women. It is our view that all workers should be covered by these laws.

The Woman Activist Fund, Inc. is a research, publicity, and consulting foundation especially dedicated to the equality and progress of women in this society. We are therefore most supportive of making sure that women are protected from discrimination and that these rights are especially available and applicable to contingent workers. We, therefore, are happy to sign on to the *amicus* brief for the Petitioner in *Walters v. Metropolitan Educational Enterprises, Inc.*

Women Employed (WE) is a national organization of working women, based in Chicago, with a membership of 2,000. Since 1973, the organization has assisted thousands of working women with problems of sex discrimination. WE works to empower women to improve their economic status and to remove barriers to economic equity through advocacy, direct service and public education. The organization has a long history of monitoring the performance of equal employment opportunity enforcement agencies, specifically the Department of Labor's OFCCP and the Equal Employment Opportunity Commission.

The *Women's Law Project* (WLP) is a non-profit, feminist legal advocacy organization located in Philadelphia. Founded in 1974, WLP works to abolish discrimination and injustice and to advance the legal and economic status of women and their families through litigation, public education, and individual counseling. During the past 22 years of its existence, WLP's activities have included extensive work in the area of sex discrimination

in employment. WLP has a strong interest in the eradication of discrimination against women in the workplace and the availability of strong and effective remedies under Title VII of the Civil Rights Act of 1964, as amended.